

**TOWN OF ARLINGTON
MASSACHUSETTS**

INVITATION FOR BID

18-29: SERVICING OIL & GAS BURNERS/VARIOUS TOWN BUILDINGS

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts until **10:00 A.M., WEDNESDAY, JUNE 6, 2018** at the Town Manager's Office/Purchasing Department, Town Hall Annex, 730 Massachusetts Avenue, Arlington, Massachusetts, 02476 at which time and place they will be publicly opened and read. Bids to receive consideration must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned.

Every bid shall be accompanied by a Bid Deposit in the form of a Bid Bond, Cash, Certified Check, Treasurer's or Cashier's check. The amount of such bid deposit shall be **FIVE PERCENT (5%)** of the value of enclosed bid. All bids must be in sealed envelopes plainly marked: **BID #18-29: SERVICING OIL & GAS BURNERS-VARIOUS TOWN BUILDINGS, WEDNESDAY, JUNE 6, 2018 @ 10:00 A.M.**

Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications. Pursuant to MGL Chapter 30B, §10, a Certificate of Non-Collusion must be submitted with all bids. In addition, bidders must certify compliance with MGL Chapter 62C, §49A.

Any further information regarding work involved please contact Mark Miano at (781) 316-3631 or Domenic R. Lanzillotti at (781) 316-3003.

The Town Manager reserves the right to cancel any invitation for bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town of Arlington to do so.

TOWN OF ARLINGTON

Adam W. Chapdelaine
Town Manager

May 17, 2018

SPECIFICATIONS ON SERVICING OIL & GAS BURNERS VARIOUS TOWN BUILDINGS

Sealed proposals are invited from Heavy Burner Service Companies, who maintain twenty-four (24) hours service personnel for service in the buildings named in the specifications.

The service company is to make its own survey of the buildings and properties and to familiarize itself with the existing conditions and equipment upon which its work is to be performed.

The service company shall provide service for gas and heavy oil burners as follows:

1. Twenty-four (24) hours a day emergency service-seven (7) days a week, including weekends and holidays.
2. When notified, respond within one (1) hour for service.
3. The successful bidder shall have a minimum of six (6) licensed oil burner servicemen certified by the Department of Safety of the Commonwealth of Massachusetts.
The certification of Competency of these employee's shall be required upon request.
4. The successful bidder shall have been in the business of heavy oil burner service for a minimum of four (4) years.
5. The successful bidder shall, as required, furnish estimates and surveys of work at no cost to the Town.
6. The successful bidder must be fully qualified to do all oil and gas combustion chamber work.
7. The successful bidder must have an employee with a pipe fitter's, gas fitter's and Master plumber's Mass. license.
8. The successful bidder must have a place of business, staffed by qualified personnel and shall stock a sufficient amount of burner parts and control parts to satisfy the awarding authority. All parts, controls and components shall be a quality equal to or exceeding quality as compared to original equipment parts and/or shall be of a quality capable of being used in the particular situation desired. Brand names when available shall be used to determine quality rather than preference.
9. The successful bidder will at no time have more than one service man on the same job unless previously authorized by the awarding authority.

10. The successful service company shall comply with all federal, state, and local ordinances and regulations governing the type of work specified in this specification.
11. The successful service company shall submit invoices for work performed on a Bi-weekly basis.

NOTE: THE SERVICING IS TO BE COMPLETED BY SEPTEMBER 30th OF EACH CONTRACT YEAR ON ALL BURNERS.

Schools		Number of Burners	Make of Burners
Arlington High School 869 Massachusetts Avenue	B Boiler Room F Boiler Room A Mechanical Room F Mechanical Room	2 2 1 1	Industrial Combustion/Gas Industrial Combustion/Gas Lockinvar domestic HW Lockinvar domestic HW
Ottoson Middle School 63 Acton Street		1 2	Power Flame Burners Gas Lockinvar knight Gas
Bishop School 25 Columbia Road		2	Power Flame Burners Gas
Brackett School 66 Eastern Avenue		2	Cleaner Brooks Gas
Dallin School 185 Florence Avenue		3	Patterson Kelley/Thermific Gas
Hardy School 52 Lake Street		2	Power Flame Burners Gas
Peirce School 85 Park Avenue		3	Patterson Kelley/Thermific Gas
Stratton School 180 Mountain Avenue		2	Condensing H.W. Boiler Gas

Thompson School 60 North Union Street	2	Condensing H.W. Boiler Gas
Gibbs Junior High 30 Tufts Street	1	IC Burners Gas

Bill the above buildings to:

*School Department
Arlington High School
869 Massachusetts Avenue
Arlington, MA 02476*

Administration Buildings

Arlington Town Hall 730 Massachusetts Avenue	2	Power Flame/Gas
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Bill the above building to:

*Public Works Dept
51 Grove Street
Arlington, MA 02476*

Central School 14 Academy Street	2	Power Flame Burners Gas
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Parmenter School 17 Irving Street	2	IC Burners Oil
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Community Intervention Building 23 Maple Street	1	Beckett Oil
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Bill the above buildings to:

*Planning Department
Arlington Town Hall
730 Massachusetts Avenue
Arlington, MA 02476*

Cemetery Chapel

1

Beckett
Oil

Bill the above building to:

*Cemetery Division
Town of Arlington
70 Medford Street
Arlington, MA 02474*

Robbins Memorial Library
700 Massachusetts Ave.

2

Lockinvar knight Gas

Bill the Above Building to:

*Robbins Library
700 Massachusetts Ave.
Arlington, MA 02476*

The Town Manager reserves the right to cancel service any buildings that may be closed at any time during the life of this contract.

NOTE: The servicing is to be completed by September 30th each contract year.

For further information relative to this Bid, please call Mark Miano, Superintendent of Facilities, at 781-316-3631.

This service shall commence on July 1, 2018 thru June 30, 2019, with an option to renew for a 2nd & 3rd year. The option of which is at the sole discretion of the Town of Arlington. The award will be based on the total price of FY 2019.

Evaluation criteria for determining the acceptability of Service on Burners.

The following criteria will be used to select a successful vendor.

1. Two (2) employees with certificate of competency for service on #4 oil commercial burners.
2. One (1) employee with a pipe fitter's, gas fitter's and a Master plumbers Mass. license.
3. Hourly service rates.
4. Experience of employees.
5. Past response time when called.
6. Workmanship of employees.
7. A specific place of business.
8. Number of certified employees.
9. Discount offered on parts.
10. Training, experience, and diagnostics on IC Industrial Combustion heavy oil burners.
11. CORI report on all employees that will be used for the execution of this contract.

Service on Heavy Oil Burners

Certification of Competency

Names and certification of competency numbers of two (2) employees for Service on Heavy Oil Burners.

NAME

NUMBER

1._____

2._____

Name of employee, with pipe fitter's,gas fitter's and Master plumber's Mass. License, and license number's.

References:

List three (3) similar contracts completed by your firm.

Name of Firm_____

Address_____

Telephone_____

Contact Person_____

Name of Firm_____

Address_____

Telephone_____

Contact Person_____

Name of Firm_____

Address_____

Telephone_____

Contact Person_____

**PROPOSAL
FY2019**
(July 1, 2018 thru June 30, 2019)
OIL & GAS BURNER SERVICE – PUBLIC BUILDINGS

Mr. Adam W. Chapdelaine
Town Manager
Arlington, MA 02476

We, the undersigned here with propose to furnish Oil & Gas Burner Service to Public Buildings in the Town of Arlington, MA all in accordance with Notice of Bid and Specifications furnished.

Service rate for regular hours, 8:00 a.m.

To 4:30 p.m. Monday through Friday Per hour \$_____ X Est. 300 hours \$_____

Service rate for overtime hours, 4:30 p.m.

to 8:00 a.m., weekdays, and all day Saturday,
Sunday and Holidays Per hour \$_____ X Est. 100 hours \$_____

Total Price: \$_____

Parts not to exceed 15% over Contractors Cost.

Mileage is to be included in the above rate structure.

Signed_____

Title_____

Name of Company_____

Address_____

Telephone Number_____

Date_____ Federal I.D.#_____

**PROPOSAL
FY2020**
(July 1, 2019 thru June 30, 2020)

Mr. Adam W. Chapdelaine
Town Manager
Arlington, MA 02476

We, the undersigned herewith propose to furnish Oil & Gas Burner Service to Public Buildings in the Town of Arlington, MA all in accordance with Notice of Bid and Specifications furnished.

Service rate for regular hours, 8:00 a.m.

To 4:30 p.m. Monday through Friday Per hour \$_____ X Est. 300 hours \$_____

Service rate for overtime hours, 4:30 p.m.
to 8:00 a.m., weekdays, and all day Saturday,
Sunday and Holidays

Total Price: \$_____

Parts not to exceed 15% over Contractors Cost.

Mileage is to be included in the above rate structure.

Signed _____

Title _____

Name of Company _____

Address _____

Telephone Number _____

PROPOSAL
FY2021
(July 1, 2020 thru June 30, 2021)
OIL & GAS BURNER SERVICE – PUBLIC BUILDINGS

Mr. Adam W. Chapdelaine
Town Manager
Arlington, MA 02476

We, the undersigned herewith propose to furnish Oil & Gas Burner Service to Public Buildings in the Town of Arlington, MA all in accordance with Notice of Bid and Specifications furnished.

Service rate for regular hours, 8:00 a.m.

To 4:30 p.m. Monday through Friday Per hour \$_____ X Est. 300 hours \$_____

Service rate for overtime hours, 4:30 p.m.

to 8:00 a.m., weekdays, and all day Saturday,
Sunday and Holidays Per hour \$_____ X Est. 100 hours \$_____

Total Price: \$_____

Parts not to exceed 15% over Contractors Cost.

Mileage is to be included in the above rate structure.

Signed_____

Title_____

Name of Company_____

Address_____

Telephone Number_____

Date_____ Federal I.D.#_____

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID

To view and print Weekly Payroll & Statement of Compliance Forms, click on www.mass.gov/dols/pw.

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a)the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

Request Prevailing Wage Rates online at: www.mass.gov/dols/pw.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

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APPROVAL/DENIAL COMMENTS



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS**

Prevailing Wage Rates

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Arlington
Contract Number: 18-29 **City/Town:** ARLINGTON
Description of Work: Service & Repair of Oil & Gas Burners in Various Buildings as required for 1 year with option to renew for 2 additional years.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction							
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>		12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>		12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>		12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>		08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
		08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
		08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>		12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
		06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
		12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
		06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
		12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
		06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
		12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
		06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
		12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>		12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
		06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
		12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
		06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
		12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
		06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
		12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 1</i>		12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
		06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
		12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
		06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
		12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
		06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
		12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
		06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
		12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>		12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>		12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
	06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
	12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
	06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
	12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
	06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
	12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
	06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
	12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2018	\$52.06	\$10.75	\$20.03	\$0.00	\$82.84
	08/01/2018	\$53.41	\$10.75	\$20.16	\$0.00	\$84.32
	02/01/2019	\$54.05	\$10.75	\$20.16	\$0.00	\$84.96
	08/01/2019	\$55.40	\$10.75	\$20.30	\$0.00	\$86.45
	02/01/2020	\$56.04	\$10.75	\$20.30	\$0.00	\$87.09
	08/01/2020	\$57.39	\$10.75	\$20.45	\$0.00	\$88.59
	02/01/2021	\$58.03	\$10.75	\$20.45	\$0.00	\$89.23
	08/01/2021	\$59.43	\$10.75	\$20.61	\$0.00	\$90.79
	02/01/2022	\$60.02	\$10.75	\$20.61	\$0.00	\$91.38

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$10.75	\$20.03	\$0.00	\$56.81
2	60	\$31.24	\$10.75	\$20.03	\$0.00	\$62.02
3	70	\$36.44	\$10.75	\$20.03	\$0.00	\$67.22
4	80	\$41.65	\$10.75	\$20.03	\$0.00	\$72.43
5	90	\$46.85	\$10.75	\$20.03	\$0.00	\$77.63

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.71	\$10.75	\$20.16	\$0.00	\$57.62
2	60	\$32.05	\$10.75	\$20.16	\$0.00	\$62.96
3	70	\$37.39	\$10.75	\$20.16	\$0.00	\$68.30
4	80	\$42.73	\$10.75	\$20.16	\$0.00	\$73.64
5	90	\$48.07	\$10.75	\$20.16	\$0.00	\$78.98

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$38.60	\$7.70	\$14.95	\$0.00	\$61.25
	06/01/2018	\$39.55	\$7.70	\$14.95	\$0.00	\$62.20
	12/01/2018	\$40.50	\$7.70	\$14.95	\$0.00	\$63.15
	06/01/2019	\$41.50	\$7.70	\$14.95	\$0.00	\$64.15
	12/01/2019	\$42.50	\$7.70	\$14.95	\$0.00	\$65.15
	06/01/2020	\$43.49	\$7.70	\$14.95	\$0.00	\$66.14
	12/01/2020	\$44.47	\$7.70	\$14.95	\$0.00	\$67.12
	06/01/2021	\$45.49	\$7.70	\$14.95	\$0.00	\$68.14
	12/01/2021	\$46.50	\$7.70	\$14.95	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.66	\$9.90	\$1.73	\$0.00	\$32.29
2	60	\$24.79	\$9.90	\$1.73	\$0.00	\$36.42
3	70	\$28.92	\$9.90	\$12.31	\$0.00	\$51.13
4	75	\$30.99	\$9.90	\$12.31	\$0.00	\$53.20
5	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
6	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
7	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86
8	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$29.76/ 3&4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME CARPENTERS -ZONE 2 (Wood Frame)	04/01/2018	\$26.67	\$7.07	\$7.86	\$0.00	\$41.60
	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02
	04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65	\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70	\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75	\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80	\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85	\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90	\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$19.07/ 3&4 \$26.49/ 5&6 \$33.60/ 7&8 \$36.27

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Wood Frame)</i>	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	01/01/2018	\$46.02	\$12.35	\$22.41	\$0.30	\$81.08
	07/01/2018	\$47.41	\$12.35	\$22.41	\$0.30	\$82.47
	01/01/2019	\$48.15	\$12.35	\$22.41	\$0.30	\$83.21
	07/01/2019	\$49.54	\$12.35	\$22.41	\$0.30	\$84.60
	01/01/2020	\$50.29	\$12.35	\$22.41	\$0.30	\$85.35

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$12.35	\$15.41	\$0.00	\$50.77
2	60	\$27.61	\$12.35	\$17.41	\$0.30	\$57.67
3	65	\$29.91	\$12.35	\$18.41	\$0.30	\$60.97
4	70	\$32.21	\$12.35	\$19.41	\$0.30	\$64.27
5	75	\$34.52	\$12.35	\$20.41	\$0.30	\$67.58
6	80	\$36.82	\$12.35	\$21.41	\$0.30	\$70.88
7	90	\$41.42	\$12.35	\$22.41	\$0.30	\$76.48

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$12.35	\$15.41	\$0.00	\$51.47
2	60	\$28.45	\$12.35	\$17.41	\$0.30	\$58.51
3	65	\$30.82	\$12.35	\$18.41	\$0.30	\$61.88
4	70	\$33.19	\$12.35	\$19.41	\$0.30	\$65.25
5	75	\$35.56	\$12.35	\$20.41	\$0.30	\$68.62
6	80	\$37.93	\$12.35	\$21.41	\$0.30	\$71.99
7	90	\$42.67	\$12.35	\$22.41	\$0.30	\$77.73

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$47.63	\$10.50	\$15.50	\$0.00	\$73.63
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
	07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
	01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
	07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
	01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
	07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
	01/01/2021	\$56.26	\$8.10	\$19.55	\$0.00	\$83.91

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$8.10	\$0.00	\$0.00	\$33.48
2	55	\$27.92	\$8.10	\$5.06	\$0.00	\$41.08
3	60	\$30.46	\$8.10	\$5.52	\$0.00	\$44.08
4	65	\$32.99	\$8.10	\$5.98	\$0.00	\$47.07
5	70	\$35.53	\$8.10	\$16.79	\$0.00	\$60.42
6	75	\$38.07	\$8.10	\$17.25	\$0.00	\$63.42
7	80	\$40.61	\$8.10	\$17.71	\$0.00	\$66.42
8	90	\$45.68	\$8.10	\$18.63	\$0.00	\$72.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>		03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
		09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
		03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
2	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
3	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
4	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
5	50	\$25.08	\$13.00	\$13.99	\$0.00	\$52.07
6	55	\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
7	60	\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
8	65	\$32.60	\$13.00	\$15.15	\$0.00	\$60.75
9	70	\$35.11	\$13.00	\$15.53	\$0.00	\$63.64
10	75	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
2	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
3	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
4	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
5	50	\$25.67	\$13.00	\$14.01	\$0.00	\$52.68
6	55	\$28.24	\$13.00	\$14.40	\$0.00	\$55.64
7	60	\$30.80	\$13.00	\$14.78	\$0.00	\$58.58
8	65	\$33.37	\$13.00	\$15.17	\$0.00	\$61.54
9	70	\$35.94	\$13.00	\$15.56	\$0.00	\$64.50
10	75	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47

Notes:

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.81	\$15.43	\$0.00	\$0.00	\$44.24
2	55	\$31.69	\$15.43	\$16.61	\$0.00	\$63.73
3	65	\$37.45	\$15.43	\$16.61	\$0.00	\$69.49
4	70	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
5	80	\$46.10	\$15.43	\$16.61	\$0.00	\$78.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$42.84	\$10.50	\$15.50	\$0.00	\$68.84
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70.31
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>		03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
		09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
		03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>		03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
		09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
		03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>		12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>		12/01/2017	\$21.50	\$7.70	\$14.75	\$0.00	\$43.95
		06/01/2018	\$21.50	\$7.70	\$14.75	\$0.00	\$43.95
		12/01/2018	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
		06/01/2019	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
		12/01/2019	\$23.50	\$7.70	\$14.75	\$0.00	\$45.95
		06/01/2020	\$23.50	\$7.70	\$14.75	\$0.00	\$45.95
		12/01/2020	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
		06/01/2021	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
		12/01/2021	\$24.50	\$7.70	\$14.75	\$0.00	\$46.95
For apprentice rates see "Apprentice- LABORER"							
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>		03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>		12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>		12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
GLAZIERS LOCAL 35 (ZONE 2)	07/01/2018	\$40.26	\$8.10	\$19.55	\$0.00	\$67.91
	01/01/2019	\$41.36	\$8.10	\$19.55	\$0.00	\$69.01
	07/01/2019	\$42.46	\$8.10	\$19.55	\$0.00	\$70.11
	01/01/2020	\$43.56	\$8.10	\$19.55	\$0.00	\$71.21
	07/01/2020	\$44.66	\$8.10	\$19.55	\$0.00	\$72.31
	01/01/2021	\$45.76	\$8.10	\$19.55	\$0.00	\$73.41

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.13	\$8.10	\$0.00	\$0.00	\$28.23
2	55	\$22.14	\$8.10	\$5.06	\$0.00	\$35.30
3	60	\$24.16	\$8.10	\$5.52	\$0.00	\$37.78
4	65	\$26.17	\$8.10	\$5.98	\$0.00	\$40.25
5	70	\$28.18	\$8.10	\$16.79	\$0.00	\$53.07
6	75	\$30.20	\$8.10	\$17.25	\$0.00	\$55.55
7	80	\$32.21	\$8.10	\$17.71	\$0.00	\$58.02
8	90	\$36.23	\$8.10	\$18.63	\$0.00	\$62.96

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
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Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.65	\$10.50	\$0.00	\$0.00	\$36.15
2	60	\$27.98	\$10.50	\$15.50	\$0.00	\$53.98
3	65	\$30.31	\$10.50	\$15.50	\$0.00	\$56.31
4	70	\$32.64	\$10.50	\$15.50	\$0.00	\$58.64
5	75	\$34.97	\$10.50	\$15.50	\$0.00	\$60.97
6	80	\$37.30	\$10.50	\$15.50	\$0.00	\$63.30
7	85	\$39.64	\$10.50	\$15.50	\$0.00	\$65.64
8	90	\$41.97	\$10.50	\$15.50	\$0.00	\$67.97

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.25	\$7.70	\$14.75	\$0.00	\$60.70
	06/01/2018	\$39.20	\$7.70	\$14.75	\$0.00	\$61.65
	12/01/2018	\$40.15	\$7.70	\$14.75	\$0.00	\$62.60
	06/01/2019	\$41.15	\$7.70	\$14.75	\$0.00	\$63.60
	12/01/2019	\$42.15	\$7.70	\$14.75	\$0.00	\$64.60
	06/01/2020	\$43.14	\$7.70	\$14.75	\$0.00	\$65.59
	12/01/2020	\$44.12	\$7.70	\$14.75	\$0.00	\$66.57
	06/01/2021	\$45.14	\$7.70	\$14.75	\$0.00	\$67.59
	12/01/2021	\$46.15	\$7.70	\$14.75	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44
2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91
3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14
4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
LABORER		12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1		06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
		12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
		06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
		12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
		06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
		12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
		06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
		12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.50	\$7.70	\$14.75	\$0.00	\$44.95
2	70	\$26.25	\$7.70	\$14.75	\$0.00	\$48.70
3	80	\$30.00	\$7.70	\$14.75	\$0.00	\$52.45
4	90	\$33.75	\$7.70	\$14.75	\$0.00	\$56.20

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.07	\$7.70	\$14.75	\$0.00	\$45.52
2	70	\$26.92	\$7.70	\$14.75	\$0.00	\$49.37
3	80	\$30.76	\$7.70	\$14.75	\$0.00	\$53.21
4	90	\$34.61	\$7.70	\$14.75	\$0.00	\$57.06

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER		12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1		06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
		12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
		06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
		12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
		06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
		12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
		06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
		12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
LABORERS - ZONE 1	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.90	\$10.75	\$18.47	\$0.00	\$70.12
	02/01/2019	\$41.41	\$10.75	\$18.47	\$0.00	\$70.63
	08/01/2019	\$42.49	\$10.75	\$18.61	\$0.00	\$71.85
	02/01/2020	\$43.00	\$10.75	\$18.61	\$0.00	\$72.36
	08/01/2020	\$44.08	\$10.75	\$18.76	\$0.00	\$73.59
	02/01/2021	\$44.59	\$10.75	\$18.76	\$0.00	\$74.10
	08/01/2021	\$45.71	\$10.75	\$18.92	\$0.00	\$75.38
	02/01/2022	\$46.18	\$10.75	\$18.92	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60	\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70	\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80	\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90	\$35.84	\$10.75	\$18.34	\$0.00	\$64.93

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.45	\$10.75	\$18.47	\$0.00	\$49.67
2	60	\$24.54	\$10.75	\$18.47	\$0.00	\$53.76
3	70	\$28.63	\$10.75	\$18.47	\$0.00	\$57.85
4	80	\$32.72	\$10.75	\$18.47	\$0.00	\$61.94
5	90	\$36.81	\$10.75	\$18.47	\$0.00	\$66.03

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS,TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.73	\$10.75	\$20.16	\$0.00	\$57.64
2	60	\$32.07	\$10.75	\$20.16	\$0.00	\$62.98
3	70	\$37.42	\$10.75	\$20.16	\$0.00	\$68.33
4	80	\$42.76	\$10.75	\$20.16	\$0.00	\$73.67
5	90	\$48.11	\$10.75	\$20.16	\$0.00	\$79.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2018	\$40.42	\$9.90	\$18.50	\$0.00	\$68.82
	10/01/2018	\$41.32	\$9.90	\$18.50	\$0.00	\$69.72
	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone I

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.23	\$9.90	\$5.31	\$0.00	\$37.44
2	65	\$26.27	\$9.90	\$15.13	\$0.00	\$51.30
3	75	\$30.32	\$9.90	\$16.10	\$0.00	\$56.32
4	85	\$34.36	\$9.90	\$17.06	\$0.00	\$61.32

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
	07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
	01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
	07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
	01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
	07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
	01/01/2021	\$56.26	\$8.10	\$19.55	\$0.00	\$83.91

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$8.10	\$0.00	\$0.00	\$33.48
2	55	\$27.92	\$8.10	\$5.06	\$0.00	\$41.08
3	60	\$30.46	\$8.10	\$5.52	\$0.00	\$44.08
4	65	\$32.99	\$8.10	\$5.98	\$0.00	\$47.07
5	70	\$35.53	\$8.10	\$16.79	\$0.00	\$60.42
6	75	\$38.07	\$8.10	\$17.25	\$0.00	\$63.42
7	80	\$40.61	\$8.10	\$17.71	\$0.00	\$66.42
8	90	\$45.68	\$8.10	\$18.63	\$0.00	\$72.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2018	\$40.56	\$8.10	\$19.55	\$0.00	\$68.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$41.66	\$8.10	\$19.55	\$0.00	\$69.31
	01/01/2019	\$42.76	\$8.10	\$19.55	\$0.00	\$70.41
	07/01/2019	\$43.86	\$8.10	\$19.55	\$0.00	\$71.51
	01/01/2020	\$44.96	\$8.10	\$19.55	\$0.00	\$72.61
	07/01/2020	\$46.06	\$8.10	\$19.55	\$0.00	\$73.71
	01/01/2021	\$47.16	\$8.10	\$19.55	\$0.00	\$74.81

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.28	\$8.10	\$0.00	\$0.00	\$28.38
2	55	\$22.31	\$8.10	\$5.06	\$0.00	\$35.47
3	60	\$24.34	\$8.10	\$5.52	\$0.00	\$37.96
4	65	\$26.36	\$8.10	\$5.98	\$0.00	\$40.44
5	70	\$28.39	\$8.10	\$16.79	\$0.00	\$53.28
6	75	\$30.42	\$8.10	\$17.25	\$0.00	\$55.77
7	80	\$32.45	\$8.10	\$17.71	\$0.00	\$58.26
8	90	\$36.50	\$8.10	\$18.63	\$0.00	\$63.23

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.83	\$8.10	\$0.00	\$0.00	\$28.93
2	55	\$22.91	\$8.10	\$5.06	\$0.00	\$36.07
3	60	\$25.00	\$8.10	\$5.52	\$0.00	\$38.62
4	65	\$27.08	\$8.10	\$5.98	\$0.00	\$41.16
5	70	\$29.16	\$8.10	\$16.79	\$0.00	\$54.05
6	75	\$31.25	\$8.10	\$17.25	\$0.00	\$56.60
7	80	\$33.33	\$8.10	\$17.71	\$0.00	\$59.14
8	90	\$37.49	\$8.10	\$18.63	\$0.00	\$64.22

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 - ZONE 2	01/01/2018	\$38.62	\$8.10	\$19.55	\$0.00	\$66.27
	07/01/2018	\$39.72	\$8.10	\$19.55	\$0.00	\$67.37
	01/01/2019	\$40.82	\$8.10	\$19.55	\$0.00	\$68.47
	07/01/2019	\$41.92	\$8.10	\$19.55	\$0.00	\$69.57
	01/01/2020	\$43.02	\$8.10	\$19.55	\$0.00	\$70.67
	07/01/2020	\$44.12	\$8.10	\$19.55	\$0.00	\$71.77
	01/01/2021	\$45.22	\$8.10	\$19.55	\$0.00	\$72.87

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$8.10	\$0.00	\$0.00	\$27.41
2	55	\$21.24	\$8.10	\$5.06	\$0.00	\$34.40
3	60	\$23.17	\$8.10	\$5.52	\$0.00	\$36.79
4	65	\$25.10	\$8.10	\$5.98	\$0.00	\$39.18
5	70	\$27.03	\$8.10	\$16.79	\$0.00	\$51.92
6	75	\$28.97	\$8.10	\$17.25	\$0.00	\$54.32
7	80	\$30.90	\$8.10	\$17.71	\$0.00	\$56.71
8	90	\$34.76	\$8.10	\$18.63	\$0.00	\$61.49

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.86	\$8.10	\$0.00	\$0.00	\$27.96
2	55	\$21.85	\$8.10	\$5.06	\$0.00	\$35.01
3	60	\$23.83	\$8.10	\$5.52	\$0.00	\$37.45
4	65	\$25.82	\$8.10	\$5.98	\$0.00	\$39.90
5	70	\$27.80	\$8.10	\$16.79	\$0.00	\$52.69
6	75	\$29.79	\$8.10	\$17.25	\$0.00	\$55.14
7	80	\$31.78	\$8.10	\$17.71	\$0.00	\$57.59
8	90	\$35.75	\$8.10	\$18.63	\$0.00	\$62.48

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2017	\$37.50	\$7.70	\$14.75	\$0.00	\$59.95
LABORERS - ZONE 1	06/01/2018	\$38.45	\$7.70	\$14.75	\$0.00	\$60.90
	12/01/2018	\$39.40	\$7.70	\$14.75	\$0.00	\$61.85
	06/01/2019	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	12/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	06/01/2020	\$42.39	\$7.70	\$14.75	\$0.00	\$64.84
	12/01/2020	\$43.37	\$7.70	\$14.75	\$0.00	\$65.82
	06/01/2021	\$44.39	\$7.70	\$14.75	\$0.00	\$66.84
	12/01/2021	\$45.40	\$7.70	\$14.75	\$0.00	\$67.85

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$40.26	\$8.10	\$19.55	\$0.00	\$67.91
	01/01/2019	\$41.36	\$8.10	\$19.55	\$0.00	\$69.01
	07/01/2019	\$42.46	\$8.10	\$19.55	\$0.00	\$70.11
	01/01/2020	\$43.56	\$8.10	\$19.55	\$0.00	\$71.21
	07/01/2020	\$44.66	\$8.10	\$19.55	\$0.00	\$72.31
	01/01/2021	\$45.76	\$8.10	\$19.55	\$0.00	\$73.41

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.13	\$8.10	\$0.00	\$0.00	\$28.23
2	55	\$22.14	\$8.10	\$5.06	\$0.00	\$35.30
3	60	\$24.16	\$8.10	\$5.52	\$0.00	\$37.78
4	65	\$26.17	\$8.10	\$5.98	\$0.00	\$40.25
5	70	\$28.18	\$8.10	\$16.79	\$0.00	\$53.07
6	75	\$30.20	\$8.10	\$17.25	\$0.00	\$55.55
7	80	\$32.21	\$8.10	\$17.71	\$0.00	\$58.02
8	90	\$36.23	\$8.10	\$18.63	\$0.00	\$62.96

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 2	01/01/2018	\$37.22	\$8.10	\$19.55	\$0.00	\$64.87
	07/01/2018	\$38.32	\$8.10	\$19.55	\$0.00	\$65.97
	01/01/2019	\$39.42	\$8.10	\$19.55	\$0.00	\$67.07
	07/01/2019	\$40.52	\$8.10	\$19.55	\$0.00	\$68.17
	01/01/2020	\$41.62	\$8.10	\$19.55	\$0.00	\$69.27
	07/01/2020	\$42.72	\$8.10	\$19.55	\$0.00	\$70.37
	01/01/2021	\$43.82	\$8.10	\$19.55	\$0.00	\$71.47

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.61	\$8.10	\$0.00	\$0.00	\$26.71
2	55	\$20.47	\$8.10	\$5.06	\$0.00	\$33.63
3	60	\$22.33	\$8.10	\$5.52	\$0.00	\$35.95
4	65	\$24.19	\$8.10	\$5.98	\$0.00	\$38.27
5	70	\$26.05	\$8.10	\$16.79	\$0.00	\$50.94
6	75	\$27.92	\$8.10	\$17.25	\$0.00	\$53.27
7	80	\$29.78	\$8.10	\$17.71	\$0.00	\$55.59
8	90	\$33.50	\$8.10	\$18.63	\$0.00	\$60.23

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.16	\$8.10	\$0.00	\$0.00	\$27.26
2	55	\$21.08	\$8.10	\$5.06	\$0.00	\$34.24
3	60	\$22.99	\$8.10	\$5.52	\$0.00	\$36.61
4	65	\$24.91	\$8.10	\$5.98	\$0.00	\$38.99
5	70	\$26.82	\$8.10	\$16.79	\$0.00	\$51.71
6	75	\$28.74	\$8.10	\$17.25	\$0.00	\$54.09
7	80	\$30.66	\$8.10	\$17.71	\$0.00	\$56.47
8	90	\$34.49	\$8.10	\$18.63	\$0.00	\$61.22

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone I

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.14	\$9.90	\$21.15	\$0.00	\$53.19
2	60	\$26.56	\$9.90	\$21.15	\$0.00	\$57.61
3	70	\$30.99	\$9.90	\$21.15	\$0.00	\$62.04
4	75	\$33.20	\$9.90	\$21.15	\$0.00	\$64.25
5	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
6	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
7	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89
8	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
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Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.48	\$9.70	\$7.50	\$0.00	\$37.68
2	45	\$23.04	\$9.70	\$18.14	\$0.00	\$50.88
3	60	\$30.71	\$9.70	\$18.14	\$0.00	\$58.55
4	70	\$35.83	\$9.70	\$18.14	\$0.00	\$63.67
5	80	\$40.95	\$9.70	\$18.14	\$0.00	\$68.79

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 1	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.14	\$11.57	\$5.72	\$0.00	\$36.43
2	40	\$21.88	\$11.57	\$6.49	\$0.00	\$39.94
3	55	\$30.08	\$11.57	\$8.81	\$0.00	\$50.46
4	65	\$35.55	\$11.57	\$10.36	\$0.00	\$57.48
5	75	\$41.02	\$11.57	\$11.90	\$0.00	\$64.49

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.67	\$11.57	\$5.72	\$0.00	\$36.96
2	40	\$22.48	\$11.57	\$6.49	\$0.00	\$40.54
3	55	\$30.90	\$11.57	\$8.82	\$0.00	\$51.29
4	65	\$36.52	\$11.57	\$10.36	\$0.00	\$58.45
5	75	\$42.14	\$11.57	\$11.90	\$0.00	\$65.61

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$61.00, Step5 with lic\$67.99

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i>	12/01/2017	\$38.50	\$7.70	\$14.75	\$0.00	\$60.95
	06/01/2018	\$39.45	\$7.70	\$14.75	\$0.00	\$61.90
	12/01/2018	\$40.40	\$7.70	\$14.75	\$0.00	\$62.85
	06/01/2019	\$41.40	\$7.70	\$14.75	\$0.00	\$63.85
	12/01/2019	\$42.40	\$7.70	\$14.75	\$0.00	\$64.85
	06/01/2020	\$43.39	\$7.70	\$14.75	\$0.00	\$65.84
	12/01/2020	\$44.37	\$7.70	\$14.75	\$0.00	\$66.82
	06/01/2021	\$45.39	\$7.70	\$14.75	\$0.00	\$67.84
	12/01/2021	\$46.40	\$7.70	\$14.75	\$0.00	\$68.85
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2018	\$42.36	\$11.35	\$14.80	\$0.00	\$68.51
	08/01/2018	\$43.46	\$11.35	\$14.80	\$0.00	\$69.61
	02/01/2019	\$44.61	\$11.35	\$14.80	\$0.00	\$70.76

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$11.35	\$3.44	\$0.00	\$35.97
2	60	\$25.42	\$11.35	\$14.80	\$0.00	\$51.57
3	65	\$27.53	\$11.35	\$14.80	\$0.00	\$53.68
4	75	\$31.77	\$11.35	\$14.80	\$0.00	\$57.92
5	85	\$36.01	\$11.35	\$14.80	\$0.00	\$62.16

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.73	\$11.35	\$3.44	\$0.00	\$36.52
2	60	\$26.08	\$11.35	\$14.80	\$0.00	\$52.23
3	65	\$28.25	\$11.35	\$14.80	\$0.00	\$54.40
4	75	\$32.60	\$11.35	\$14.80	\$0.00	\$58.75
5	85	\$36.94	\$11.35	\$14.80	\$0.00	\$63.09

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2018	\$42.61	\$11.35	\$14.80	\$0.00	\$68.76
	08/01/2018	\$43.71	\$11.35	\$14.80	\$0.00	\$69.86
	02/01/2019	\$44.86	\$11.35	\$14.80	\$0.00	\$71.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17-A</i>						
	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2018	\$57.78	\$9.12	\$18.15	\$0.00	\$85.05
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2018	\$59.28	\$9.12	\$18.15	\$0.00	\$86.55
	01/01/2019	\$59.28	\$9.47	\$18.35	\$0.00	\$87.10
	03/01/2019	\$60.78	\$9.47	\$18.35	\$0.00	\$88.60
	10/01/2019	\$62.28	\$9.47	\$18.35	\$0.00	\$90.10
	03/01/2020	\$63.78	\$9.47	\$18.35	\$0.00	\$91.60
	10/01/2020	\$65.28	\$9.47	\$18.35	\$0.00	\$93.10
	03/01/2021	\$66.78	\$9.47	\$18.35	\$0.00	\$94.60

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.22	\$9.12	\$8.90	\$0.00	\$38.24
2	40	\$23.11	\$9.12	\$8.90	\$0.00	\$41.13
3	45	\$26.00	\$9.12	\$8.90	\$0.00	\$44.02
4	50	\$28.89	\$9.12	\$8.90	\$0.00	\$46.91
5	55	\$31.78	\$9.12	\$8.90	\$0.00	\$49.80
6	60	\$34.67	\$9.12	\$10.40	\$0.00	\$54.19
7	65	\$37.56	\$9.12	\$10.40	\$0.00	\$57.08
8	70	\$40.45	\$9.12	\$10.40	\$0.00	\$59.97
9	75	\$43.34	\$9.12	\$10.40	\$0.00	\$62.86
10	80	\$46.22	\$9.12	\$10.40	\$0.00	\$65.74

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.75	\$9.12	\$8.90	\$0.00	\$38.77
2	40	\$23.71	\$9.12	\$8.90	\$0.00	\$41.73
3	45	\$26.68	\$9.12	\$8.90	\$0.00	\$44.70
4	50	\$29.64	\$9.12	\$8.90	\$0.00	\$47.66
5	55	\$32.60	\$9.12	\$8.90	\$0.00	\$50.62
6	60	\$35.57	\$9.12	\$10.40	\$0.00	\$55.09
7	65	\$38.53	\$9.12	\$10.40	\$0.00	\$58.05
8	70	\$41.50	\$9.12	\$10.40	\$0.00	\$61.02
9	75	\$44.46	\$9.12	\$10.40	\$0.00	\$63.98
10	80	\$47.42	\$9.12	\$10.40	\$0.00	\$66.94

Notes: Apprentice entered prior 9/30/10:

40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
2	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
3	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
4	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
5	50	\$18.81	\$13.00	\$13.03	\$0.00	\$44.84
6	55	\$20.69	\$13.00	\$13.32	\$0.00	\$47.01
7	60	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
8	65	\$24.45	\$13.00	\$13.90	\$0.00	\$51.35
9	70	\$26.33	\$13.00	\$14.19	\$0.00	\$53.52
10	75	\$28.21	\$13.00	\$14.48	\$0.00	\$55.69

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
2	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
3	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
4	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
5	50	\$19.26	\$13.00	\$13.05	\$0.00	\$45.31
6	55	\$21.18	\$13.00	\$13.34	\$0.00	\$47.52
7	60	\$23.11	\$13.00	\$13.62	\$0.00	\$49.73
8	65	\$25.03	\$13.00	\$13.92	\$0.00	\$51.95
9	70	\$26.96	\$13.00	\$14.21	\$0.00	\$54.17
10	75	\$28.88	\$13.00	\$14.50	\$0.00	\$56.38

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
	02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
	08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
	02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
	08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
	02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
	08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
	02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$38.85	\$7.70	\$14.95	\$0.00	\$61.50
	06/01/2018	\$39.80	\$7.70	\$14.95	\$0.00	\$62.45
	12/01/2018	\$40.75	\$7.70	\$14.95	\$0.00	\$63.40
	06/01/2019	\$41.75	\$7.70	\$14.95	\$0.00	\$64.40
	12/01/2019	\$42.75	\$7.70	\$14.95	\$0.00	\$65.40
	06/01/2020	\$43.74	\$7.70	\$14.95	\$0.00	\$66.39
	12/01/2020	\$44.72	\$7.70	\$14.95	\$0.00	\$67.37
	06/01/2021	\$45.74	\$7.70	\$14.95	\$0.00	\$68.39
	12/01/2021	\$46.75	\$7.70	\$14.95	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.57	\$7.70	\$14.95	\$0.00	\$60.22
	06/01/2018	\$38.52	\$7.70	\$14.95	\$0.00	\$61.17
	12/01/2018	\$39.47	\$7.70	\$14.95	\$0.00	\$62.12
	06/01/2019	\$40.47	\$7.70	\$14.95	\$0.00	\$63.12
	12/01/2019	\$41.47	\$7.70	\$14.95	\$0.00	\$64.12
	06/01/2020	\$42.46	\$7.70	\$14.95	\$0.00	\$65.11
	12/01/2020	\$43.44	\$7.70	\$14.95	\$0.00	\$66.09
	06/01/2021	\$44.46	\$7.70	\$14.95	\$0.00	\$67.11
	12/01/2021	\$45.47	\$7.70	\$14.95	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7.70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$78.65
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2021	\$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$78.68
	06/01/2020	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$57.60	\$7.70	\$15.35	\$0.00	\$80.65
	06/01/2021	\$58.62	\$7.70	\$15.35	\$0.00	\$81.67
	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
	06/01/2018	\$42.75	\$7.70	\$15.35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2021	\$49.70	\$7.70	\$15.35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$43.80	\$7.70	\$15.35	\$0.00	\$66.85
	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2017	\$37.75	\$7.70	\$14.75	\$0.00	\$60.20
	06/01/2018	\$38.70	\$7.70	\$14.75	\$0.00	\$61.15
	12/01/2018	\$39.65	\$7.70	\$14.75	\$0.00	\$62.10
	06/01/2019	\$40.65	\$7.70	\$14.75	\$0.00	\$63.10
	12/01/2019	\$41.65	\$7.70	\$14.75	\$0.00	\$64.10
	06/01/2020	\$42.64	\$7.70	\$14.75	\$0.00	\$65.09
	12/01/2020	\$43.62	\$7.70	\$14.75	\$0.00	\$66.07
	06/01/2021	\$44.64	\$7.70	\$14.75	\$0.00	\$67.09
	12/01/2021	\$45.65	\$7.70	\$14.75	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86
4	75	\$33.92	\$7.75	\$5.02	\$0.00	\$46.69
5	80	\$36.18	\$7.75	\$5.09	\$0.00	\$49.02
6	85	\$38.45	\$7.75	\$5.15	\$0.00	\$51.35
7	90	\$40.71	\$7.75	\$7.22	\$0.00	\$55.68

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.